



The East Longmeadow Public School District is committed to fostering a safe, caring, and mutually respectful environment within our school district community so that all students, families, and staff feel welcomed, valued, and supported. As a District, we recognize and embrace the diversity represented throughout our schools and our Town. East Longmeadow is a rich, vibrant community of people.

ELPS remains committed to providing the needed focus, time, energy and resources to ensure the environment is welcoming and supportive for all students, parents, and staff, while also incorporating the self-reflective and review processes to allow for consistent improvement. To this end, ELPS will create a new Diversity and Equity District Steering Committee that will act as an advisory group to the East Longmeadow School Committee and the schools to support, provide guidance and information regarding equity, diversity, and inclusion in our schools, programs, and district.

East Longmeadow Public Schools Diversity and Equity Steering Committee

As stated in the District SMART Goals, ELPS believes in creating safe, caring, mutually respectful learning/working environment for all within the school district community. This will be the guiding principle for the Steering Committee. The Steering Committee will support the ELPS School Committee and the five schools in continuing to foster an environment where all within the school district community are honored and valued for their culture, race, ethnicity, faith, socioeconomic status, gender, gender identity, sexual orientation, unique strengths, and diverse physical and mental abilities.

The ELPS Diversity and Equity Steering Committee will meet throughout the academic year and act as an advisory committee to the ELPS School Committee and the five schools by providing support, guidance, and information about issues related to equity, diversity, and inclusion in our schools and programs. The Steering Committee will focus on the following:

- ❖ Promotion of inclusion and equity for all within our schools by examining issues of institutional equity and advising district staff on responses to incidents of bias and harassment**
- ❖ Review data of student performance, program participation, and other student data in order to form policy and/or procedural recommendations**

- ❖ Assist in the development or improvement of processes and procedures for identifying, reviewing, and implementing curricula, initiatives, resources, and efforts that best support students
- ❖ Support a focus and efforts on hiring a more diverse workforce for ELPS

The ELPS Diversity and Equity Steering Committee is seeking people within the school district community and the community at large to become members. The Steering Committee is seeking individuals who come from all backgrounds, perspectives and experiences who will bring knowledge, experience, and relationships that reflect the diversity of the East Longmeadow Public Schools. Steering Committee members should have a strong interest in educational equity issues and be able to engage in the process of institutional change for continued progress related to equity and inclusion.

The Steering Committee will consist of one School Committee member, the ELPS METCO Coordinator and LCSW, five ELPS teachers and/or paraprofessionals, three building administrators and/or district administrators, three ELHS students, two BPMS students, and three parents and/or community members. ELPS staff members will receive committee credits. The Steering Committee will be facilitated by the ELPS Director of Curriculum, Instruction, and Assessment. The ELPS Superintendent and a consultant with whom the District works regarding this topic will participate on the Committee as non-voting members.

People who wish to join the Diversity and Equity Committee will complete a Diversity and Equity application available at the ELPS Central Office or on the ELPS website.

Applications will be reviewed by the Superintendent of Schools, the Director of Curriculum, and the ELEA President. Steering Committee members will serve a two-year term. Members may apply again after their two-year term ends.

Application for Appointment to the East Longmeadow School District Diversity and Equity Steering Committee

East Longmeadow School District is looking for great candidates to join the ELPS Diversity and Equity Steering Committee. The primary goal of this committee is to ensure all students can access opportunities and resources provided by ELPS schools. In addition, we seek to continue to build on the work from previous years to make schools safe, welcoming, and inclusive for all students, families, and staff through curriculum, policy, and procedural recommendations. Members of the Diversity and Equity Steering Committee will be critical in helping to guide the District and assist staff in meeting the needs of our diverse student population. If you are interested in being considered for this committee, please complete the Diversity and Equity Steering Committee Application for possible appointment.

Name: _____

Address: _____

Email: _____

Phone(s): _____

1. What are your beliefs around institutional equity and diversity? How will you work to support the District through the efforts of the Diversity and Equity Committee?

2. Describe your volunteer or professional experiences that will make you a strong candidate in helping move forward the District's goals, priorities, and programs designed to promote equity (e.g. student access and representation in programs and academic performance).

3. The Diversity and Equity Steering Committee focuses on the needs of all students in the ELPS District. Please describe a time where your perspective was challenged in some way and how you overcame that challenge in an effort to more fully understand the issue.

4. Please share any additional skills, remarks, or information that you think would be valuable in consideration of this application.

5. Do you have children currently attending ELPS Schools?
